

**MOTION BY SUPERVISOR MARK RIDLEY-THOMAS  
Relates to Agenda Item 2**

**March 2, 2010**

**Review of the Probation Department's Internal Affairs Unit**

Allegations of inappropriate contact between a few employees of the Probation Department and the juveniles under their care and responsibility were recently investigated by the Probation Department's "Child Abuse Special Investigations Unit" (CASIU). While some investigations have been completed, others are still pending.

The fairness and accuracy of these investigations is critical to public confidence in the Probation Department, the protection, health and safety of the juveniles under the custody of the department and the credibility of the CASIU, the primary investigation unit.

Therefore, the Board of Supervisors and the public we serve must be confident that the CASIU is adequately staffed, and that those in the unit are properly trained, equipped, and supervised to perform these critical functions and duties.

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**MOTION**

RIDLEY-THOMAS\_\_\_\_\_

YAROSLAVSKY \_\_\_\_\_

KNABE \_\_\_\_\_

ANTONOVICH \_\_\_\_\_

MOLINA \_\_\_\_\_

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**I THEREFORE MOVE THAT THE BOARD OF SUPERVISORS:**

Direct the Chief Executive Officer to work with the Acting Chief Probation Officer in conjunction with the Auditor Controller's Office, to perform and review the operations of the CASIU and the Probation Department, and issue a confidential report on:

1. The adequacy of the CASIU investigations including review of:
  - a. Training and experience of management and investigatory staff;
  - b. Staffing levels, including support and supervisory personnel;
  - c. Ratios of investigators to caseloads;
  - d. The timeliness of investigation (from inception to resolution);
  - e. Resources available to CASIU staff;
  - f. Approval and review process of interim and final reports by  
Department management; and
  - g. The record of disciplinary actions and, if warranted, legal prosecutions  
and their ability to sustain appeals.
2. Methods for strengthening, if necessary, CASIU's investigatory capacity, that considers, among other options:
  - a. Increasing personnel in the CASIU;
  - b. Creating an Office of Independent Review with oversight over the  
Probation Department.
3. Protocols to prevent incidents of abuse between Probation Department  
personnel and minors, to include an:

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- a. Examination of incidents, if any, of abuse discovered by investigators from the Department of Justice;
- b. Comparative analysis of these instances with the current allegations;
- c. Review and identification, if any, of patterns, variations and differences;
- d. Evaluation of the circumstances which gave rise to opportunities for inappropriate relationships between Probation Department personnel and minors; and
- e. Recommendations on how such opportunities can be prevented.

The report should include a comparative review of Probation Departments in other jurisdictions, and a discussion of identified best practice and recommendations for improvements to the CASIU or to its protocols. This report is due within 60 days and should be reviewed by County Counsel and presented to the Board of Supervisors in closed session.

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